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Warrant Officer Accession Process Briefing for Reserve Component General Officer Conference



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Agenda

- WO Accession Mission Assignment
- WO Selection Criteria
- WO Accession Flowchart
- Initial WO Training
- WO Accession Issues



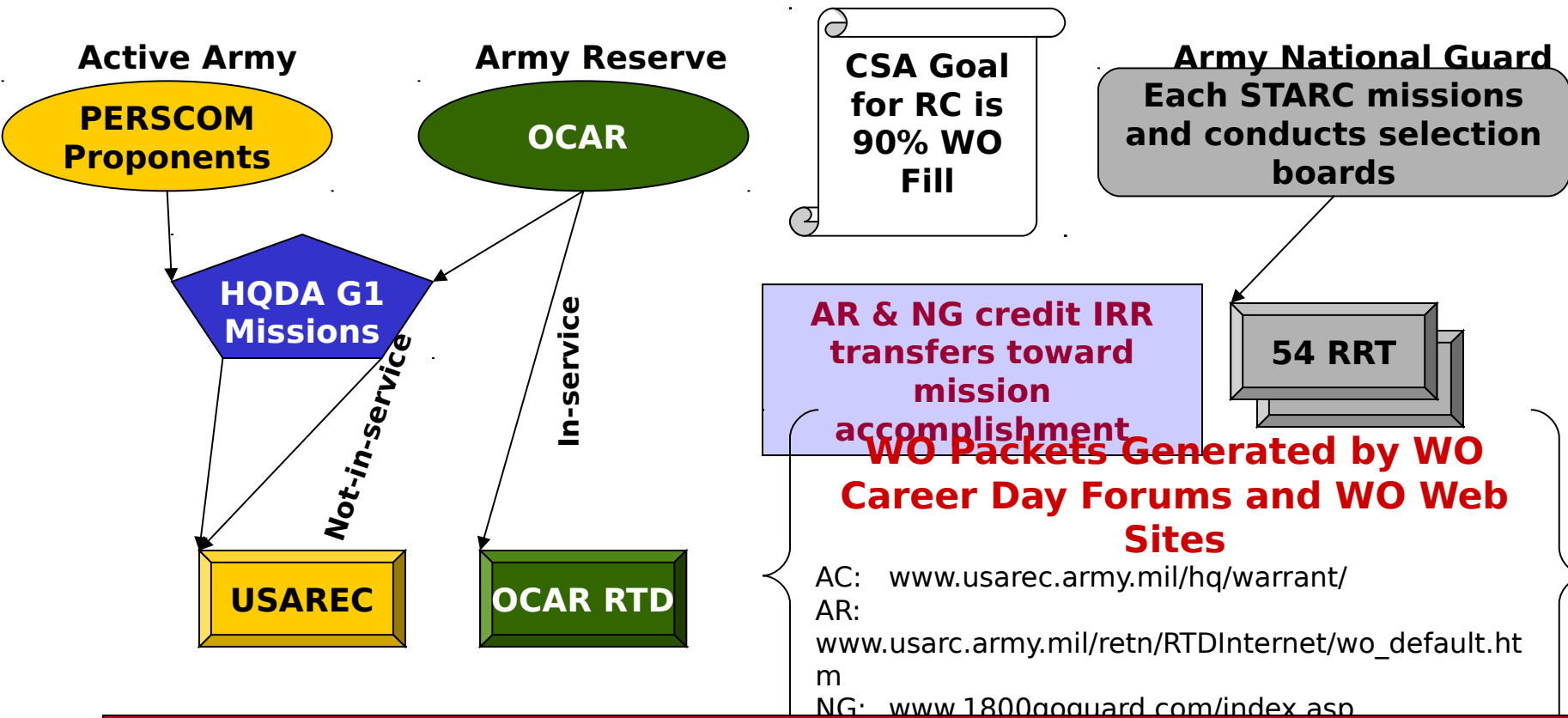
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WO Accession Mission

Proponents Control Pre-requisite and Qualification Processes



Non-Prior Service eligible for Aviation MOS and WO Flight Training
AKA - "High School to Flight School"



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WO Selection Criteria

- **All WOs:** US citizenship, GT score of 110 or higher, HSGD or GED, secret clearance (interim secret to apply), pass 3 event APFT, and pass appointment/flight physical
- **Technical WO:** rank of SGT or higher, BNCOC graduate, 4-6 years experience in a feeder MOS, less than 46 years of age, and not more than 12 years AFS (all waiverable by proponent)
- **Aviation WO:** anyone can apply even civilians, 90 or higher on AFAST, less than 29 years of age (waiverable) on board convene date
- **AC and RC AFS/Age waivers go to HQDA G1 (4-6 weeks to process)**
- **AC and RC moral waivers go to AR-PERSCOM (4-6 weeks to process)**
- **Board cut-off**
 - **Technical WO:** 1 month prior to board convene date
 - **Aviation WO:** 1 week prior to board convene date for packets w/o waivers
- **Tech WO boards held bi-monthly at USAREC starting in March. Not all MOSs are considered at each board (Out-of-service Aviator Boards held monthly)**
- **Board results:**
 - **Fully Qualified - Select (FQ-S)** (Go to school in approximately 2-6 months)
 - **Fully Qualified Non-Select (FQ-NS)** (One-time reconsidered by the next board, may resubmit new packet)
 - **Not Competitive-Not Selected (NC-NS)** (Packet reconsidered by next board if not selected packet is destroyed. The soldier may reapply no sooner than 1 year from the date signed on application.)



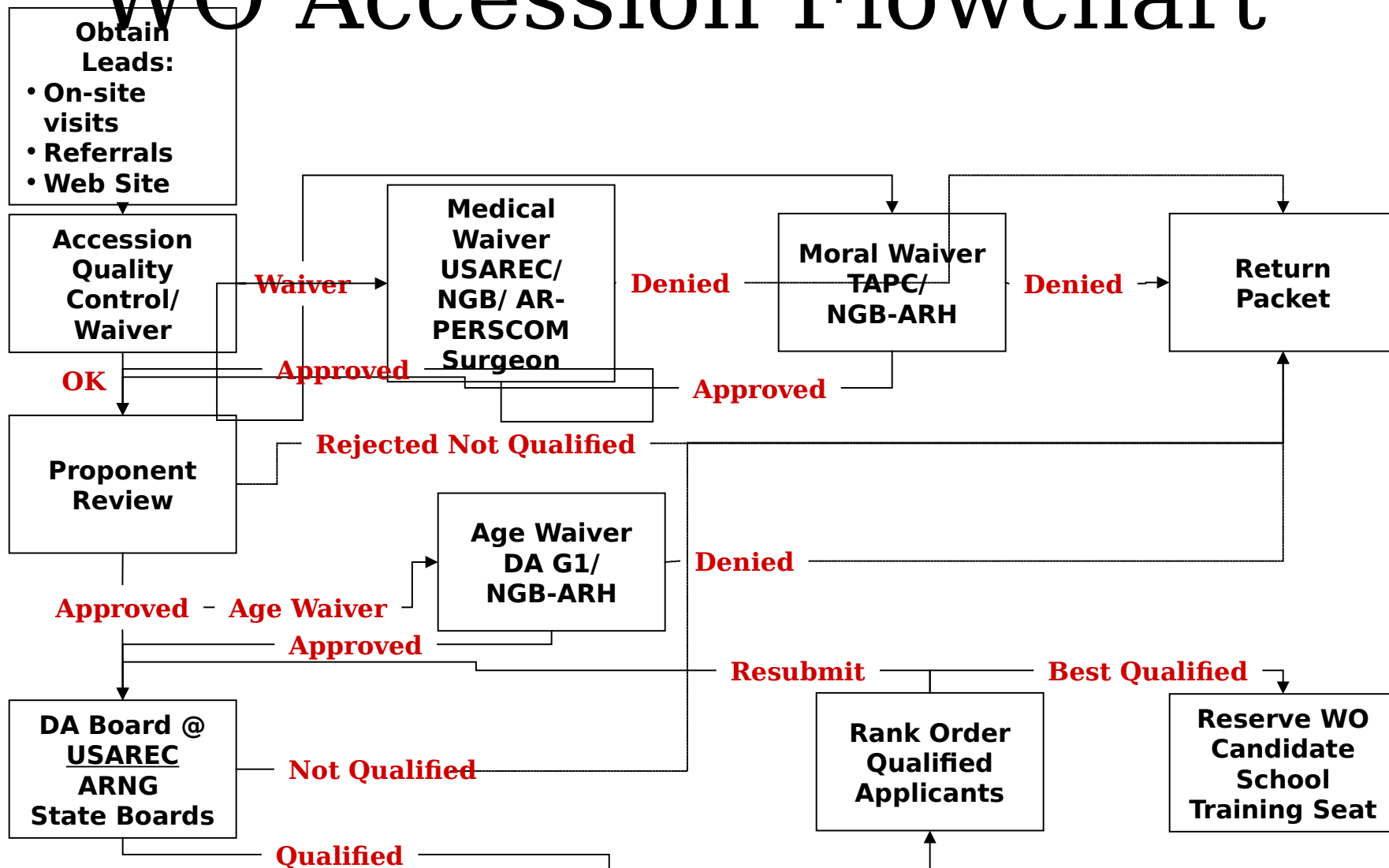
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WO Accession Flowchart





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Initial WO Training

**1500 Seats
per year**

AC/RC Three Phase Courses

- Active Army classes: 6 weeks - 30 training days **1150 Seats**
 - Junior Phase - functioning in a stressful and changing environment
 - Intermediate Phase - skill acquisition and task understanding
 - Senior Phase - mentoring and counseling on new role as a Warrant Officer
- Reserve Component classes: 4 weeks - 28 training days **350 Seats**
 - Junior Phase - functioning in a stressful and changing environment
 - Intermediate Phase - skill acquisition and task understanding
 - Senior Phase - mentoring and counseling on new role as a Warrant Officer

RC course has one unique subject - Supervise Platoon CSS

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WO Accession Issues

- **WO active duty service obligation 6 years versus 5 years for West Point and 3 years for OCS**
- **Tenure for CW3's (non-selection for CW4 can result in force out prior to 18 year lock-in)**
- **Pay compression (Difference in pay SSG-WO1: 1964 - 29%, 2003 - 21%)**
- **WO not eligible for incentives. HQDA initiatives for WO incentives:**
 - **Continuation of enlisted incentives**
 - **Provide a critical skills bonus**

Army National Guard - recommends direct WO Appointment Boards and establishing State WOCS



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Backup



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WO Accession Background

- **WO Management**
 - **Warrant Officer Management Act (5 Dec 91)**
 - Single promotion system for WO
 - Tenure based upon years of WO service
 - Grade of CW5
 - **Warrant Officer Leader Development Action Plan (1992)**
 - To ensure Active and reserve WO are appointed, trained, and utilized to a single standard.
 - Establishment of the Warrant Officer Career Center
 - **Proponents**
 - Set Goals and objectives
 - Establish qualifying criteria for applicant packets
 - Design logical, realistic career patterns



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WO Generic Career Development Training Model

- **Entry level**
 - **Warrant Officer Candidate School @ WOCC (1500 seats)**
 - high stress course to test the mental, emotional, and physical stamina
 - provide skills, knowledge, and behaviors required of all WO
 - eligible for appointment but not MOS qualified
- **Advanced level (WO1/CW2)**
 - **Proponent WO Basic Course (must complete within 2 years of appointment) - MOS awarded on successful completion**
 - **WO Advanced Course correspondence @ WOCC - must enroll at between 2 to 4 years of WO service and must complete within 1 year**
- **Senior Level (CW3/CW4)**
 - **Proponent WO Advanced Course - 6th year of WO service**
 - **CW4 attend 4 week WO Staff Course @ WOCC - 14th year of WO service (450 seats)**
- **Master Level (CW5)**
 - **Warrant Officer Senior Staff Course @ WOCC - 20th year of WO service (200 seats)**
 - **Proponent may provide follow-on portion**



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Advanced WO Training

Warrant Officer Basic Course

- Prerequisite: completion of WOCS
- Length: depends on branch/MOS (15 branches - 64 MOS)
- Estimated years of WO service: 0 years

Action Officer Development Course (ST7000)

- Prerequisite: Promotion to CW2
- Length: Must be completed within one year of enrollment; **WOCC** distance learning course - enroll/complete on-line via the Internet
- Estimated years of WO service: Between 24 and 48 months of total warrant officer service
- Training topics: management techniques, communication skills, preparing and staffing documents, meetings and interviews, problem solving, writing, coordinating, briefings, and ethics.



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Senior WO Training

Warrant Officer Advanced Course

- Prerequisite: CW3 or CW2 promotable
- Length: depends on branch/MOS (15 branches - 64 MOS)
- Estimated years of WO service: 6 years

Warrant Officer Staff Course

- Prerequisite: Must have been selected for promotion to CW4
- Length: 4 weeks resident @ WOCC
- Estimated years of WO service: 14 years
- Training topics: leadership, staff skills, communication, threat update, risk management, training management, military history, environmental awareness, and the application toward genuine issues and problems.

**450 seats
per year**



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Master WO Training

Warrant Officer Senior Staff Course

- Prerequisite: Selected for promotion to CW5
- Length: 2 weeks resident @ WOCC
- Estimated years of WO service: 20 years
- Training topics: how the Army Runs, force integration, with the latest information on threat, doctrine, force structure, and policy.

**200 seats
per year**

Proponent Warrant Officer Senior Staff Follow-on

- Prerequisite: Completion of Warrant Officer Senior Staff Course
- Length: depends on branch/MOS - not all branch/MOS proponents provide follow-on training
- Estimated years of WO service: 20 years